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ABSTRACT

Intended for use by cooperative education program coordinators, this module deals with fair labor standards as they are specified in the amended version of the Federal Fair Labor Standards Act of 1938. The module, which is designed to be a self-paced instructional package, includes a pre-test, answer key, scoring instructions, a reinforcement exercise, case studies with appropriate answers, and additional agency and printed references. (MN)

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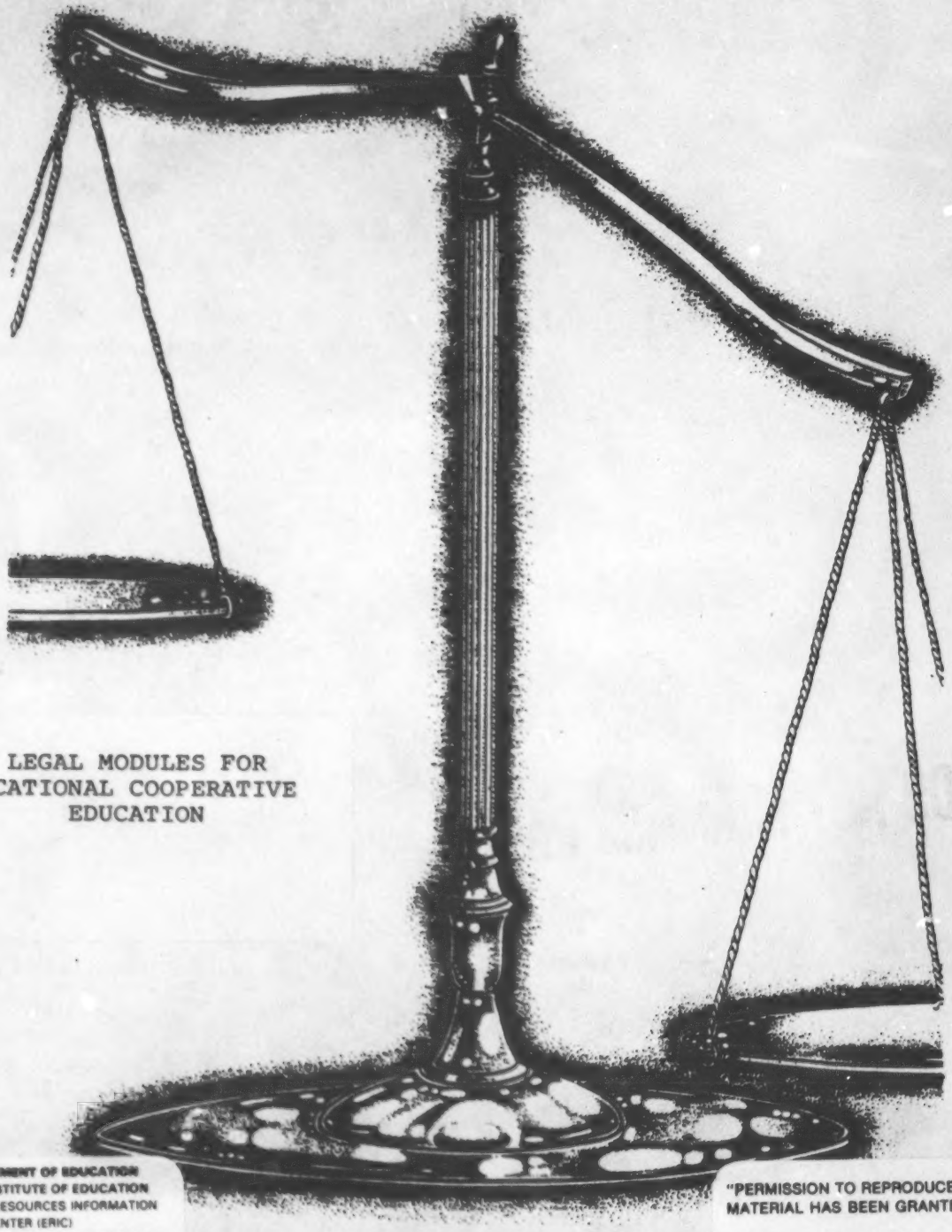
FAIR LABOR STANDARDS

FEDERAL FAIR LABOR STANDARDS ACT OF 1938, AS AMENDED



LEGAL MODULES FOR
VOCATIONAL COOPERATIVE
EDUCATION

CE 034 163

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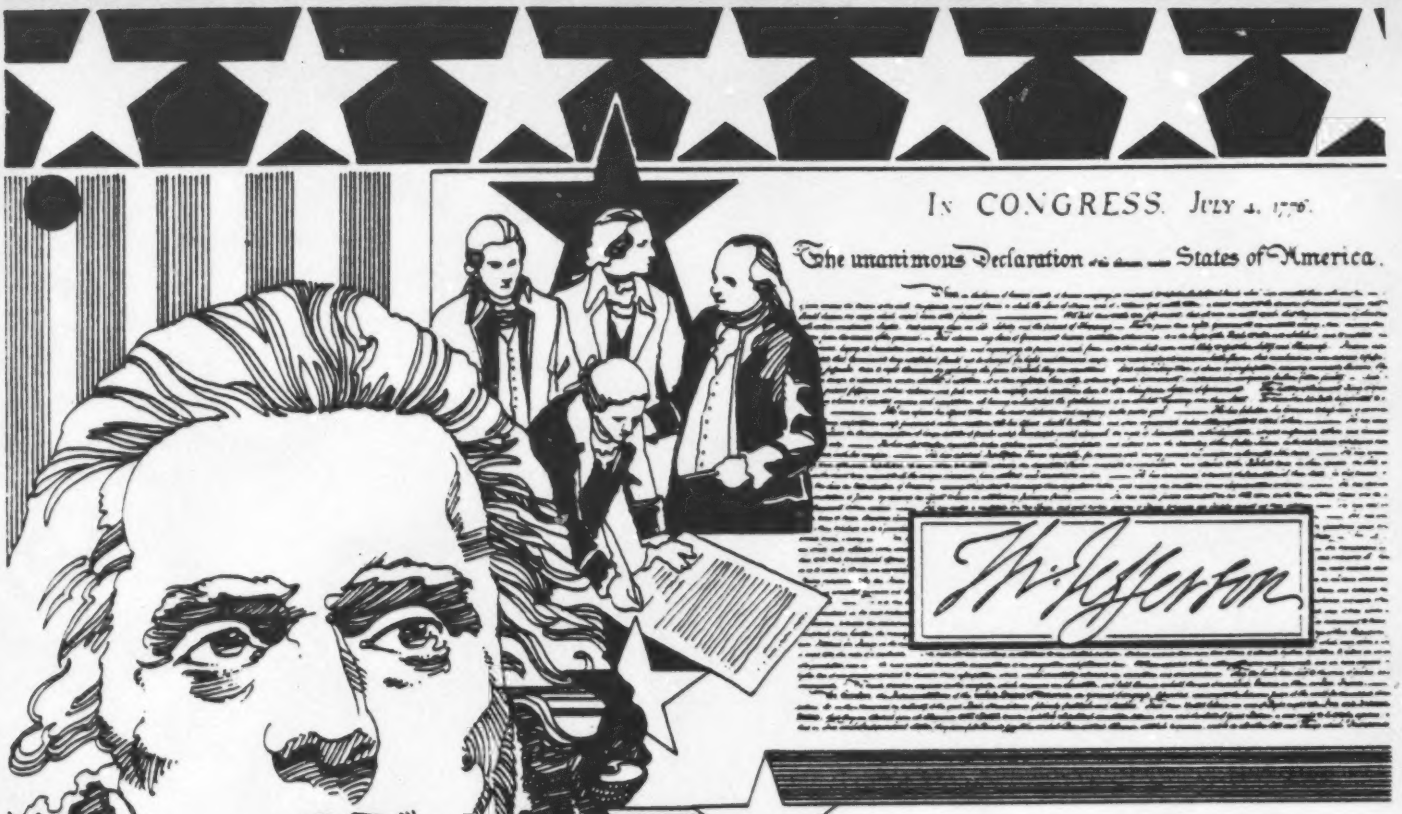
NOTE: This Module is not intended to serve as an in-depth or legally definitive analysis concerning the law, rule or regulation discussed. It does, however, represent an overview and an administrative opinion of the writers and may be subject to change or further clarification.



INTRODUCTION TO MODULE

OBJECTIVES

1. The coordinator will be able to describe the law, rule or regulation to students, employers, teachers, parents/guardians and administrators.
2. The coordinator will apply the law, rule or regulation to specific cooperative education training situations.

EXEMPTION TEST

A basic concept of competency-based education is to provide instruction that will meet individual needs and abilities. The first step is to determine if you already have the knowledge, skills, or judgments in question. So, you're being asked to take an Exemption Test. The Exemption Test is self-paced.

DIRECTIONS

1. The Exemption Test assesses your knowledge. It is administered before instruction; passage exempts you from the module.
2. Use the Exemption Test before working through the module.

EXEMPTION TEST

Directions: Read the statement below and mark with an (X) those statements which are true in reference to the Federal Fair Labor Standards Act of 1938, As Amended.

_____1. The Federal Fair Labor Standards Act establishes child labor requirements in agricultural and non-agricultural occupations.

_____2. The Federal Fair Labor Standards Act established the federal minimum wage.

_____3. The Child Labor Provisions of the Federal Fair Labor Standards Act does not apply to students under 18 years of age.

_____4. The Federal Fair Labor Standards Act states that covered non-exempt workers are entitled to a federal minimum wage and overtime at not less than one times the employee's regular hourly rate is due after 40 hours of work in the work week.

_____5. A covered business under the Federal Fair Labor Standards Act is comprised of one or more retail or service establishments whose annual dollar volume exceeds a certain yearly sales volume.

_____6. Employers, according to the Federal Fair Labor Standards Act, may consider tips as part of wages.

_____7. Board, lodging, and other facilities provideu by the employer may, as determined by the Wage and Hour Administrator, be considered part of wages.

_____8. Student-learners, apprentices, and handicapped workers may, under certain circumstances be paid less than the federal minimum wage.

_____9. Maids and custodial employees of hotels and motels must be paid overtime after 38 hours in a work week.

_____10. Regulations governing youth employment in non-agricultural occupations differ somewhat from those pertaining to agricultural occupations.

_____11. In non-agricultural occupations, the permissible kinds and hours of work, by age, are, for 18 years or older any job, whether hazardous or not, for unlimited hours.

_____12. In non-agricultural occupations, the permissible kinds and hours of work, by age, are for 16 and 17 years old any non-hazardous job, for unlimited hours.

_____13. In non-agricultural occupations, the permissible kinds of work, by age, are, for 14 and 15 years old, outside of regular school hours, various non-manufacturing, non-mining, non-hazardous jobs.

_____14. In non-agricultural occupations, the permissible hours of work, by age, are, for 14 and 15 years old , no more than 3 hours on a school day, 18 hours in a school week, 8 hours on a non-school day or 40 hours in a non-school week.

_____15. In non-agricultural occupations, the permissible hours of work, for 14 and 15 year old students suggest that work may not begin before 7 a.m. nor end after 7 p.m. except from June 1 through Labor Day, when evening hours are extended to 10 p.m.

_____16. Work Experience and Career Exploration Program (WECEP) students may be employed for up to 23 hours during a school week and 3 hours on a school day.

_____17. At any age students may deliver newspapers, perform in radio, televison, movie or theatrical productions, work for parents in their solely owned non-farm business (except in manufacturing or on hazardous jobs), gather evergreens and make evergreen wreaths.

_____18. Permissible kinds and hours of work for students employed in agriculture who are 16 years and older is any job, whether hazardous or not, for unlimited hours.

_____19. Permissible kinds and hours of work for students employed in agriculture who are 14 and 15 years old is any non-hazardous farm job outside of school hours.

_____20. Permissible kinds and hours of work for students employed in agriculture who are 12 and 13 years old is any non-hazardous farm job outside of school hours, either with parents written consent or on the same farm as the parents.

_____21. Permissible kinds and hours of work for students employed in agriculture who are under 12 years of age are jobs on farms owned or operated by parents or, with parents written consent, outside of school hours in non-hazardous jobs on farms not covered by minimum wage requirements.

_____22. Minors of any age may be employed by their parents at any time in any occupation on a farm owned or operated by their parents.

_____23. Student-learners in a "bona fide" vocational agriculture program may work in transporting, transferring, or applying anhydrous ammonia.

_____24. No minor under 16 may be employed in operating a tractor of over 20 PTO horsepower unless an exemption is obtained.

_____25. Certain exemptions can be obtained from the federal hazardous orders in non-agricultural occupations by obtaining a training agreement.

_____26. A high school graduate may be employed in an occupation in which training has been completed as a student-learner, even though the youth is not yet 18 years of age.

_____27. WECEP is a special employment program for 14-15 year olds.

_____28. There are 20 federal hazardous occupational orders for non-agricultural occupations.

_____29. There are 11 federal hazardous occupational orders for agricultural occupations.

_____30. Students employed by schools are required to be paid the federal minimum wage.

ANSWER KEY

THE CORRECT ANSWERS FOR THE FEDERAL FAIR LABOR STANDARDS ACT OF 1938, AS AMENDED ARE AS FOLLOWS:

_____1. True

_____2. True

_____3. False. The Federal Fair Labor Standards Act protects minors under 18 and prohibts their employment in jobs that are detrimental to their health and welfare.

_____4. False. Overtime is paid at 1½ times the employee's regular hourly rate.

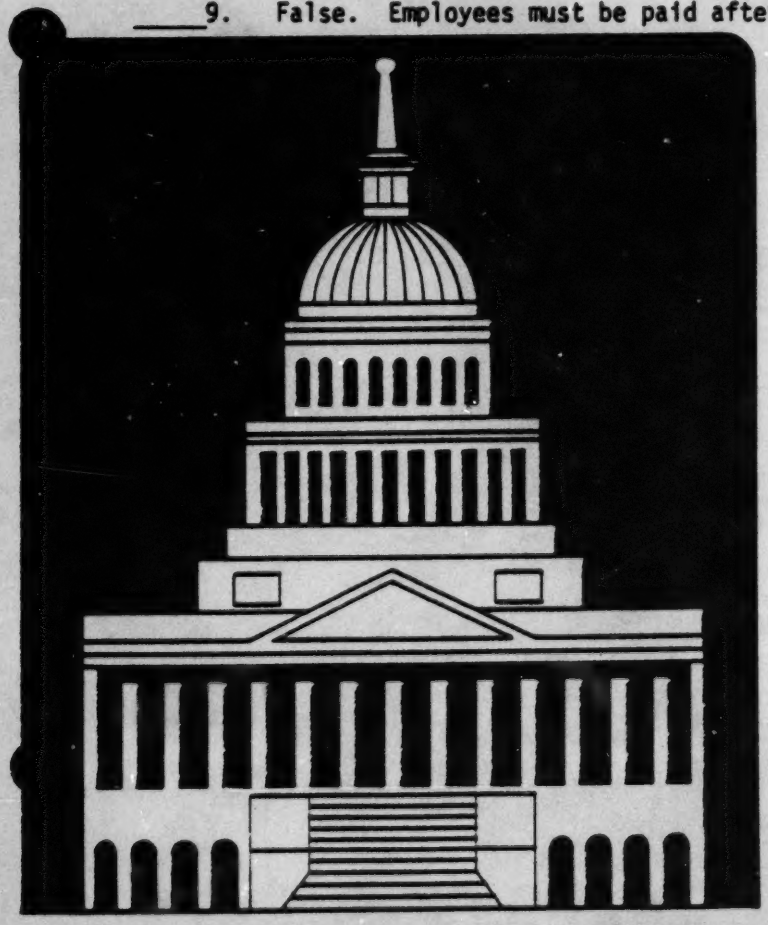
_____5. True

_____6. True

_____7. True

_____8. True

_____9. False. Employees must be paid after 40 hours.



_____10. True

_____11. True

_____12. False. Sixteen (16) and seventeen (17) year old minors can work only a limited number of hours.

_____13. True

_____14. True

_____15. False. Fourteen (14) and fifteen (15) year old students may not work between June 1 through Labor Day beyond 9:00 p.m.

_____16. True

_____17. True

_____18. True

_____19. True

_____20. True

ANSWER KEY

_____21. True

_____22. True

_____23. False. Transporting, transferring or applying anhydrous ammonia is a prohibited occupation.

_____24. True

_____25. True

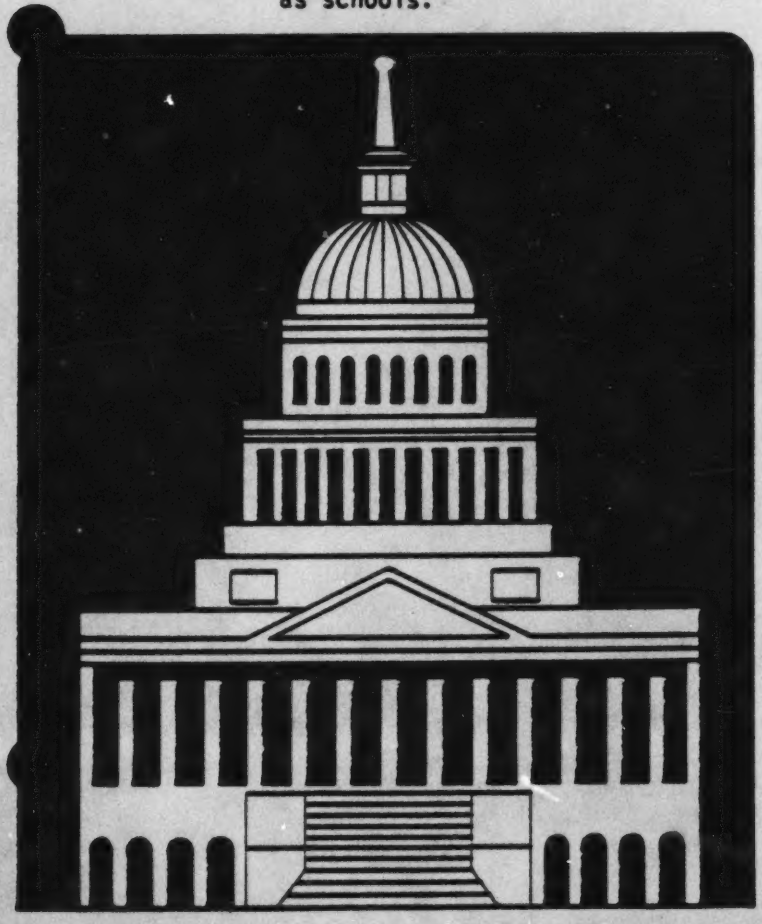
_____26. True

_____27. True

_____28. False. There are only seventeen (17) federal hazardous orders for non-agricultural occupations.

_____29. True

_____30. False. The United States Supreme Court has ruled that the Fair Labor Standards Act does not apply to public employees who are involved in the integral operations of traditional governmental functions such as schools.



SCORING INSTRUCTIONS

28-30 Correct.....You know the Fair Labor Standards Act

25-27 Correct.....You have excellent knowledge about the Fair Labor Standards Act, but you may want to read the next section: Acquiring Knowledge the Fair Labor Standards Act.

20-24 Correct.....You did fairly well; you should read more about the Fair Labor Standards Act.

0-19 Correct.....Read on, you must learn more about the Fair Labor Standards Act.

REINFORCEMENT EXERCISE

DIRECTIONS: Read and answer the questions and compare your answer with the response given on the left hand margin. Place a blank sheet of paper over the left hand margin. Good luck.

ACQUIRING KNOWLEDGE ABOUT THE FEDERAL FAIR LABOR STANDARDS ACT

ANSWERS

E

1. The Federal Fair Labor Standards Act of 1938, As Amended, established all of the following except?

   A. Minimum Wage
   B. Overtime Pay
   C. Equal Pay
   D. Recordkeeping
   E. Vacation Pay
   F. Child Labor Standards

A

2. Covered non-exempt workers are entitled to the minimum wage and overtime of?

   A. At not less than one and one-half times the employee's regular rate due after 40 hours of work in the work week
   B. At not less than one times the employee's regular rate due after 40 hours of work in the work week
   C. At not less than two times the employee's regular rate due after 40 hours of work in the work week

G

3. The Fair Labor Standards Act does not require?

   A. Vacation, holiday, severance, or sick pay
   B. A discharge notice or reason for discharge
   C. Rest periods, holidays off, or vacations
   D. Premium pay rates for weekend or holiday work
   E. Pay raises or fringe benefits
   F. A limit on hours of work for employees 16 years of age or older
   G. All of the above
   H. None of the above

ACQUIRING KNOWLEDGE ABOUT THE FEDERAL FAIR LABOR STANDARDS ACT

ANSWERS

E

4. A covered enterprise is the related activities performed through unified operation or common control by any person or persons for a common business purpose and is?

   A. Engaged in laundering or cleaning of clothing
   B. Engaged in the business of construction or reconstruction
   C. Engaged in the operation of a hospital
   D. Engaged in an enterprise with a stated annual sales volume
   E. All of the above
   F. None of the above

G

5. Employees who are not employed in a covered enterprise may still be entitled to the Fair Labor Standards Act minimum wage, overtime pay, equal pay, and child labor protections if they are individually engaged in interstate commerce. These occupations include?

   A. Communication and transportation workers
   B. Employees who handle, ship, or receive goods moving in interstate commerce
   C. Clerical or other workers who regularly use the mails, telephone, or telegraph for interstate communication or who keep records on interstate transactions
   D. Employees who regularly cross State lines in the course of their work
   E. Employees of independent employers who perform clerical, custodial, maintenance, or other work for firms engaged in commerce or in the production of goods for commerce
   F. None of the above
   G. All of the above

ANSWERS

A

6. Under the Federal Fair Labor Standards Act, Domestic Service workers such as maids, day workers, housekeepers, chauffeurs, cooks, or full-time baby sitters are covered if?

   A. They receive at least $100 in cash wages in a calendar year or work a total of more than 8 hours a week for one or more employers
   B. They receive at least $500 in cash wages in a calendar year or work a total of more than 8 hours a week for one or more employers
   C. They receive at least $500 in cash wages in a calendar year or work a total of more than 6 hours a week for one or more employers

A

7. Under the Federal Fair Labor Standards Act, tipped employees are those who customarily and regularly receive more than?

   A. $30 in tips a month
   B. $45 in tips a month
   C. $100 in tips a month

C

8. Under the Federal Fair Labor Standards Act, the employer may consider tips as part of wages, but such a wage credit must not exceed?

   A. 50% of the minimum wage
   B. 45% of the minimum wage
   C. 40% of the minimum wage

D

9. Under the Federal Fair Labor Standards Act, which of the following, if any, can be considered part of wages?

   A. Board
   B. Lodging
   C. Other facilities
   D. All of the above
   E. None of the above

ANSWERS

E 10. Under the Federal Fair Labor Standards Act, subminimum wage provisions can be paid to the following?

A. Student-learners in cooperative education
B. Apprentices
C. Handicapped workers
D. None of the above
E. All of the above

B 11. Cooperative education student-learners can be paid what percentage of the federal minimum wage after receiving a student-learner exemption?

A. 70%
B. 75%
C. 85%

C 12. Students who are not enrolled in cooperative education but employed by retail or service establishments can be paid what percentage of the federal minimum wage upon receipt of the student exemption?

A. 70%
B. 75%
C. 85%

B 13. Under the Federal Fair Labor Standards Act, men and women to be paid equally a job must be?

A. Identical
B. Substantially equal
C. One that could be done by a minor

I 14. Under the Federal Fair Labor Standards Act, some exemptions from both the minimum wage and overtime are?

A. Executive, administrative and professional employee
B. Outside sales persons
C. Employees of certain seasonal amusement or recreational establishments
D. Employees of certain small newspapers
E. Switchboard operators of small telephone companies
F. Employees engaged in fishing operations
G. Casual babysitters
H. Persons employed as companions to the elderly or infirm
I. All of the above

ANSWERS

F

15. Some job title exemptions under the Federal Fair Labor Standards Act for overtime pay are?

    A. Domestic service workers residing in the employer's residence
    B. Farmworkers
    C. Employees of motion picture theaters
    D. Taxi drivers
    E. None of the above
    F. All of the above

B

16. According to the Federal Fair Labor Standards Act, maids and custodial employees of hotels and motels must be paid overtime after?

    A. 44 hours in a workweek
    B. 40 hours in a workweek
    C. 42 hours in a workweek

D

17. In non-agricultural work, the permissible kinds and hours of work, by age, under the Federal Fair Labor Standards Act are?

    A. 18 years or older: any job, whether hazardous or not, for unlimited hours
    B. 16 and 17 years old: any nonhazardous job, for unlimited hours
    C. 14 and 15 years old: outside of school hours in various nonmanufacturing nonmining, nonhazardous jobs, under these conditions: no more than 3 hours on a school day, 18 hours in a school week, 8 hours on a nonschool day or 40 hours in a nonschool week. Also, work may not begin before 7 a.m. nor end after 7 p.m. except from June 1 through Labor Day, when evening hours are extended to 9 p.m.
    D. All of the above

ANSWERS

A

18. Fourteen and fifteen year olds enrolled in an approved Work Experience and Career Exploration Program (WECEP) may be employed for?

    A. Up to 23 hours in school weeks and 3 hours on school days
    B. Up to 20 hours in school weeks and 3 hours on school days
    C. Up to 18 hours in school weeks and 3 hours on school days

E

19. Permissible kinds and hours of work under the Federal Fair Labor Standards Act for youths employed in agriculture are?

    A. 16 years and older: any job whether hazardous or not, for unlimited hours
    B. 14 and 15 years old: any nonhazardous farm job outside of school hours
    C. 12 and 13 years old: outside of school hours in nonhazardous jobs, either with parents' written consent or on the same farm as the parents
    D. Local minors 10 and 11 years of age may work for no more than 8 weeks between June 1 and October 15 for employers who receive approval from the Secretary of Labor
    E. All of the above
    F. None of the above

J

20. With respect to an employee subject to both federal minimum wage and overtime pay provisions, the following records must be kept?

    A. Hour and day when workweek begins
    B. Total hours worked each workday and each workweek
    C. Total daily or weekly straight-time earnings
    D. Regular hourly pay rate for any week when overtime is worked
    E. Regular hourly pay rate for any week when overtime is worked
    F. Total overtime pay for the workweek
    G. Deductions from or additions to wages
    H. Total wages paid each pay period
    I. Date of payment and pay period covered
    J. All of the above
    K. None of the above

ACQUIRING KNOWLEDGE ABOUT THE FEDERAL FAIR LABOR STANDARDS ACT

ANSWERS

C

21. Willful violations of the Fair Labor Standards Act may be prosecuted criminally and the violator fined up to?

    A. $5,000
    B. $7,000
    C. $10,000

E

22. The general interpretation given the Fair Labor Standards Act suggests that there are ten hazardous occupations in which no minor (student-learner under the age of 18) can participate. The ten hazardous occupations for minors are?

    A. Manufacturing or Storage Occupations Involving Explosives; Motor Vehicle Occupations; Coal Mine Occupations
    B. Logging and Sawmilling Occupations; Occupations Involving Exposure to Radioactive Substances and to Ionizing Radiation; Power Driven Hoisting Apparatus Occupations
    C. Power Driven Woodworking Machine Occupations; Power Driven Metal Forming, Punching and Shearing Machine Occupations; Occupations Involving Slaughtering, Meat Packing or Processing or Rendering
    D. Occupations in connection with Mining, other than Coal; Power Driven Bakery Machine Occupations; Occupations involved in the Manufacture of Brick, Tile and Kindred Products; Occupations involved in Wrecking, Demolition, and Shipbreaking Occupations
    E. A, B, D

ANSWERS

D

23. Occupations involved in the operation of power driven woodworking machines; the operating of power driven metal forming, punching, and shearing machines; slaughtering, meat packing or processing or rendering; the operation of certain power driven paper products machines; the operation of circular saws, band saws and guillotine shears; roofing operations; and excavation operations must be provided under which of the following conditions?

    A. That the work of the student-learner in the occupations declared particularly hazardous shall be considered incidental to the training
    B. That such work be intermittent and for short period of time, and under the direct and close supervision of a qualified and experienced person
    C. That such work be paid at a rate of 75% of the minimum wage
    D. A and B

A

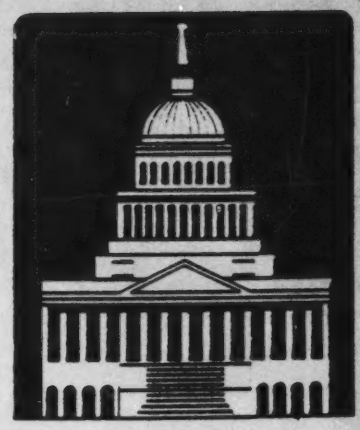
24. Under the Federal Fair Labor Standards Act, the agricultural occupations of operating a tractor of over 20 PTO horsepower; operating or assisting to operate a corn picker, cotton picker, grain combine, hay mower, forage harvester, hay baler, potato digger, mobile pea viner, feed grinder, crop dryer, forage blower, auger conveyor, power post-hole digger, power post drive and nonwalking rotary tiller are considered?

    A. Hazardous
    B. Non-Hazardous

D

25. Student-learners in a bona fide vocational agriculture program may work in which of the following occupations?

    A. Operating a tractor; operating farm machinery; working on a farm in a yard, pen or stall occupied by farm animals
    B. Felling, bucking, skidding, loading or unleading timber with butt diameter of more than 6 inches; working from a ladder or scaffold at a height of over 20 feet
    C. Operating or assisting to operate a trencher, fork lift, potato combine, power-driven circular band or chain saw; working on a farm in a yard, pen or stall occupied by a bull, boar, stud horse, sow with suckling pigs, cow with newborn calf
    D. A and B



ACQUIRING KNOWLEDGE ABOUT THE FEDERAL FAIR LABOR STANDARDS ACT

ANSWERS

A

26. Under the Federal Fair Labor Standards Act, the agricultural occupations of driving a bus, truck or automobile when transporting passengers, or riding on a tractor as a passenger or helper; working inside a fruit, forage, or grain storage designed to retain an oxygen deficient or toxic atmosphere are considered?

    A. Hazardous
    B. Non-Hazardous

A

27. Under the Federal Fair Labor Standards Act, the agricultural occupations of working inside an upright silo within 2 weeks after silage has been added or when a top unloading device is in operating position, working inside a manure pit, and working inside a horizontal silo while operating a tractor for packing purposes are occupations considered?

    A. Hazardous
    B. Non-Hazardous

A

28. Under the Federal Fair Labor Standards Act, the handling or applying of agricultural chemicals classified under the Federal Insecticide, Fungicide, and Rodenticide Act; transporting, transferrring or applying anhydrous ammonia; and handling or using a blasting agent are occupations in agriculture that are considered?

    A. Hazardous
    B. Non-Hazardous

You be the judge...

CASE STUDIES

1. Michelle Chippewa, one of your cooperative education student-learners, is approved in September for a Federal Subminimum Wage Deviation of 75% of the minimum wage. During January, Michelle becomes 18. What wage does Michelle receive in September? In January?
Carl Woloszyk/Jack Humbert

2. Vondrelle Johnson, one of your cooperative education student-learners, works at a pizza restaurant. The job requires Vondrelle to deliver pizza to homes in the community. To accomplish this task the pizza manager/owner asks Vondrelle to drive. This is a request that can be accomplished because Vondrelle has a car. The pizza owner asks you to write an exemption in the training agreement for Vondrelle because the driving is only 55% of the job. Vondrelle's other job duties are: answering the telephone and serving pizza to the customers. How would you answer this request for an exemption in the training agreement?
Jim Short, Midland High School

3. Jeannie Chavez, age 17, is a cooperative education student who works at a butcher shop. Her duties are to clean the meat grinder and meat slicer, to cut with hard knives and to operate the meat slicer and meat cutting hand saw. The training sponsor tells you, "I will see that the meat grinder and meat slicer are unplugged each time Jeannie cleans the machines". Also, the training sponsor informs you that "Jeannie should be able to run the machines since she has had a year of vocational wood-working at the high school and she has learned to use the tools". Would you approve this training station for Jeannie? If so, how would you obtain approval?
Eugene Watkins, T.E. Handy High School, Bay City

You be the judge...

4. Eugene Jefferson, a cooperative education student-learner, works as a stock clerk in a grocery store. When Eugene reached the age of 18 during the month of November, the training station sponsor requested permission to transfer Eugene to the meat department. In this department Eugene will operate band saws and slicing equipment. As the cooperative education coordinator would you approve of this transfer?
Bruce LaPointe, Mt. Pleasant High School

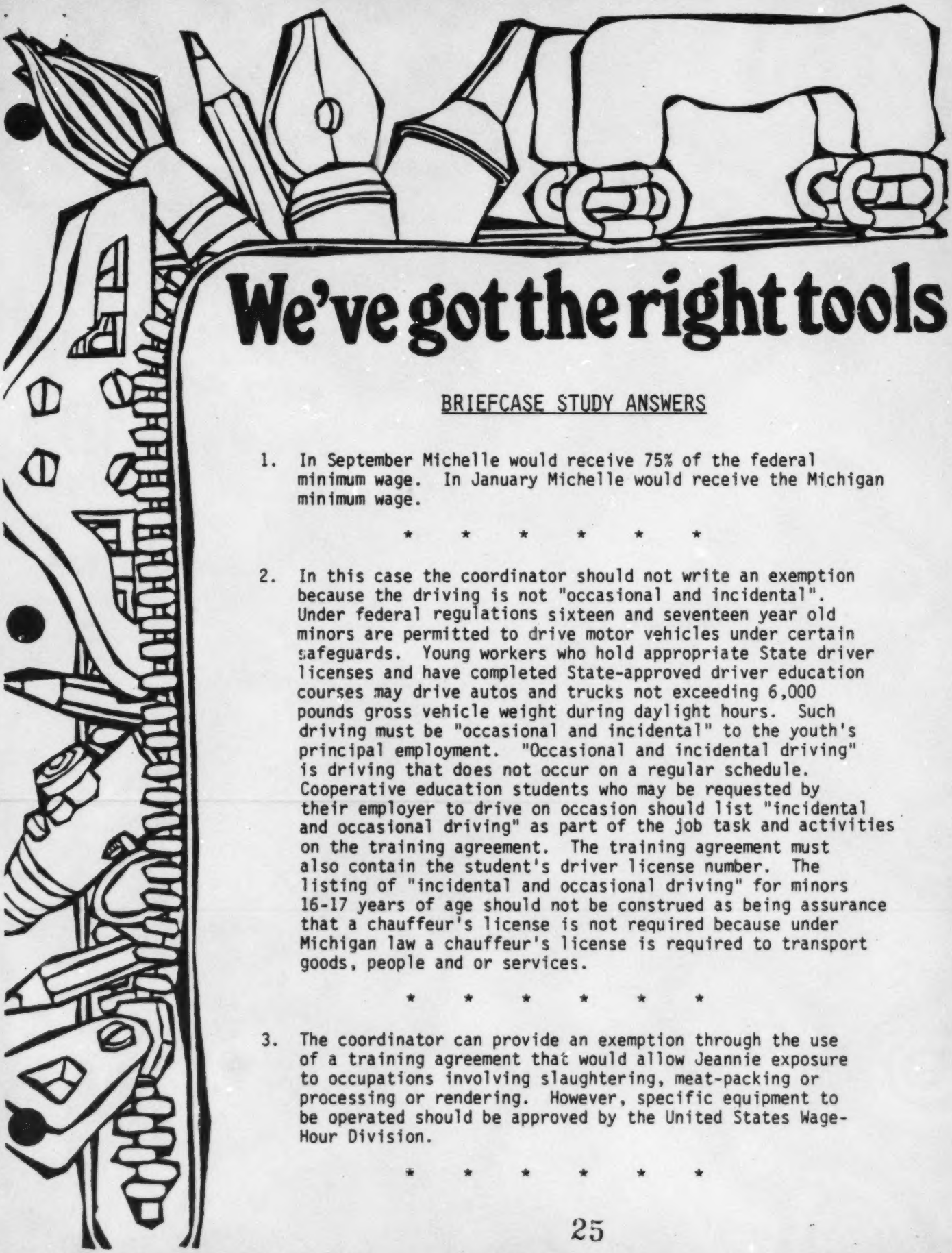
5. As a cooperative education coordinator you have been very successful in placing your fall student-learners in summer jobs. During the summer months you do not have an extended contract. One of your students, Andy Cellini, has been placed with a major retailer. The retailer asks you if it would be possible to pay the subminimum wage of 75% for Andy during the summer and during the school year. How would you answer this employer's request?
Tom Keck, Midland High School

6. Jim Kopenski is employed in a dental office as a dental assistant trainee in a health occupations cooperative education program. The dentist asks you the coordinator if Jim can take x-rays of patients. The dentist informs you that Jim would not be in the same room as the x-ray equipment. What answer would you give this training station sponsor?
Albert Tew, H. H. Dow High School, Midland

You be the judge...

7. The Betty Jo Loggers, a private logging concern, contacts you the cooperative education coordinator to see if they can hire cooperative education students for work in forests. Job duties would be felling and loading of timber. What answer would you give to the manager of Betty Jo Loggers?
Carl Woloszyk/Jack Humbert

8. Mary Beauvais is enrolled in the construction trades program at your high school. Mary has been accepted for the cooperative education program next year. You have been able to identify a job for Mary in a wood-working shop. The training sponsor informs you that Mary would be required to run power driven wood-working machines. Could you place Mary in this job? If yes, explain the duties of the coordinator in placing Mary in this hazardous occupation.
Jack Humbert/Carl Woloszyk



We've got the right tools

BRIEFCASE STUDY ANSWERS

1. In September Michelle would receive 75% of the federal minimum wage. In January Michelle would receive the Michigan minimum wage.

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2. In this case the coordinator should not write an exemption because the driving is not "occasional and incidental". Under federal regulations sixteen and seventeen year old minors are permitted to drive motor vehicles under certain safeguards. Young workers who hold appropriate State driver licenses and have completed State-approved driver education courses may drive autos and trucks not exceeding 6,000 pounds gross vehicle weight during daylight hours. Such driving must be "occasional and incidental" to the youth's principal employment. "Occasional and incidental driving" is driving that does not occur on a regular schedule. Cooperative education students who may be requested by their employer to drive on occasion should list "incidental and occasional driving" as part of the job task and activities on the training agreement. The training agreement must also contain the student's driver license number. The listing of "incidental and occasional driving" for minors 16-17 years of age should not be construed as being assurance that a chauffeur's license is not required because under Michigan law a chauffeur's license is required to transport goods, people and or services.

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3. The coordinator can provide an exemption through the use of a training agreement that would allow Jeannie exposure to occupations involving slaughtering, meat-packing or processing or rendering. However, specific equipment to be operated should be approved by the United States Wage-Hour Division.

* * * * * *

We've got the right tools

4. Yes, the coordinator can honor the request to transfer Eugene Jefferson to the meat department because he is 18 and can work with the slicing equipment and band saws.

* * * * * *

5. Subminimum wage exemptions cannot be written for summer work, but during the school year while a student-learner is under the supervision of a cooperative education coordinator a student-learner wage exemption can be completed.

* * * * * *

6. Jim should not be employed, if under the age of 18, in an occupation involving exposure to radioactive substances and to ionizing radiation. This is a provision of the Federal Fair Labor Standards Act. According to the Michigan Act 305, Public Acts of 1972, Ionizing Radiation Rules, Michigan Department of Public Health, Division of Radiological Health, a licensee or registrant shall not receive, acquire, possess, use or transfer sources of radiation in such a manner as to cause an individual who is under 18 years of age, to receive in any period of one calendar quarter from all sources of radiation in the licensee's or registrant's possession a dose in excess of 10% of the quarterly occupational limit specified. If Jim did not receive the stated amount of radiation, he could be employed by the dentist.

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7. Student-learners in cooperative education may not work in felling and loading timber.

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8. Yes, however, the coordinator must write a training agreement that lists the types of hazardous work to be done and any qualifying conditions or restrictions the coordinator wishes to impose for the safety of the cooperative education student.

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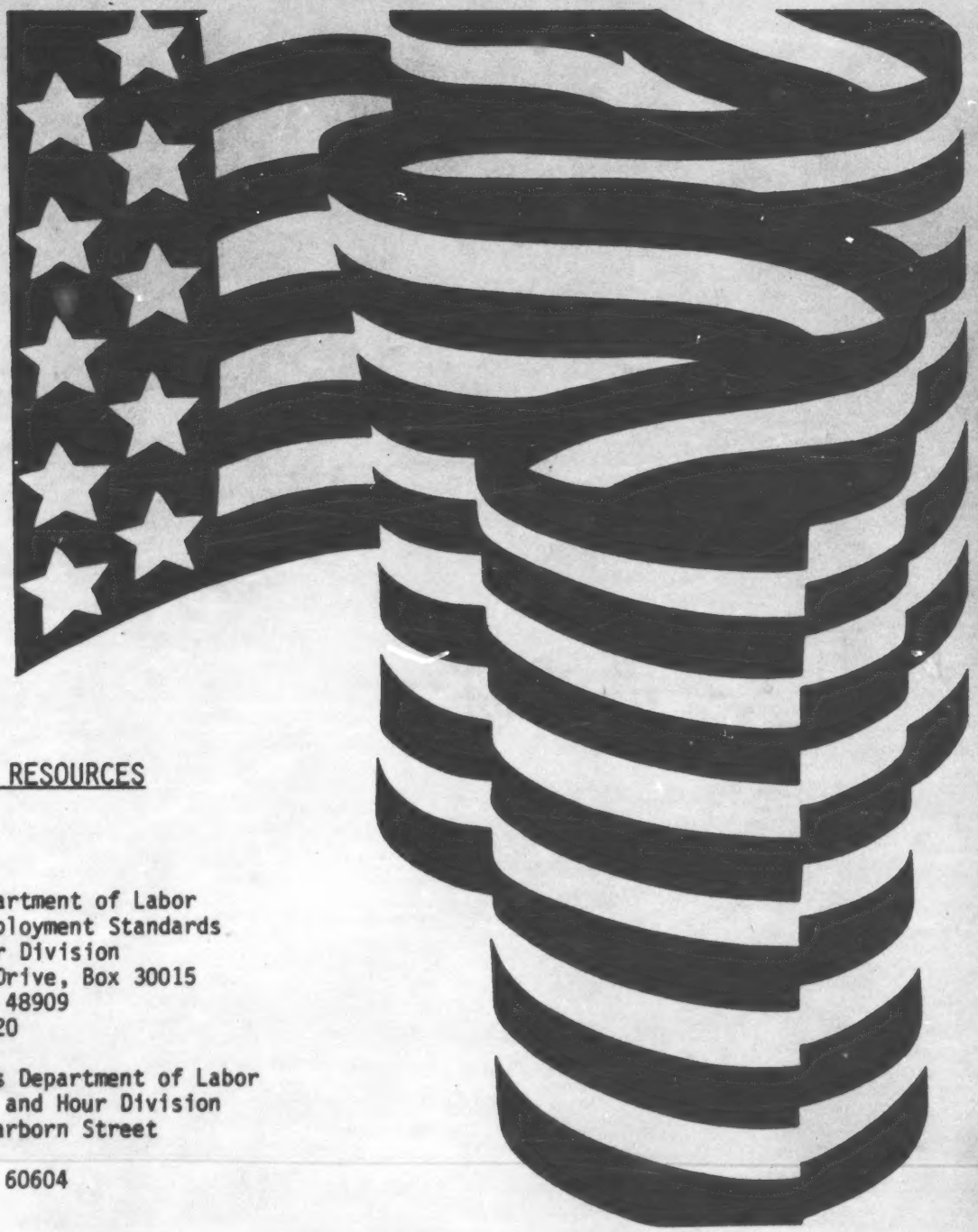
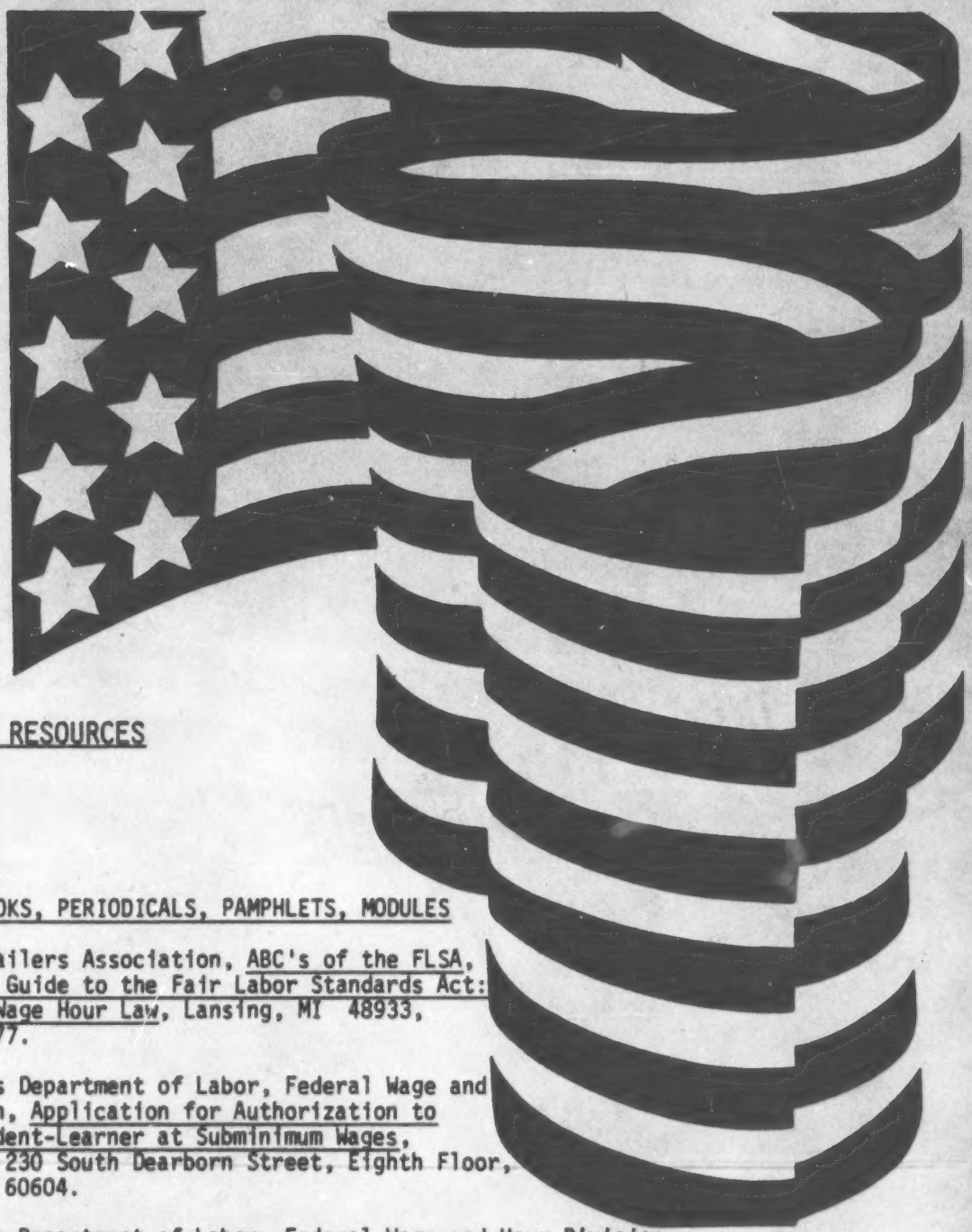


ADDITIONAL RESOURCES

AGENCIES

Michigan Department of Labor
Bureau of Employment Standards
Wage and Hour Division
7150 Harris Drive, Box 30015
Lansing, MI 48909
(517) 322-1820

United States Department of Labor
Federal Wage and Hour Division
230 South Dearborn Street
Eighth Floor
Chicago, IL 60604



ADDITIONAL RESOURCES

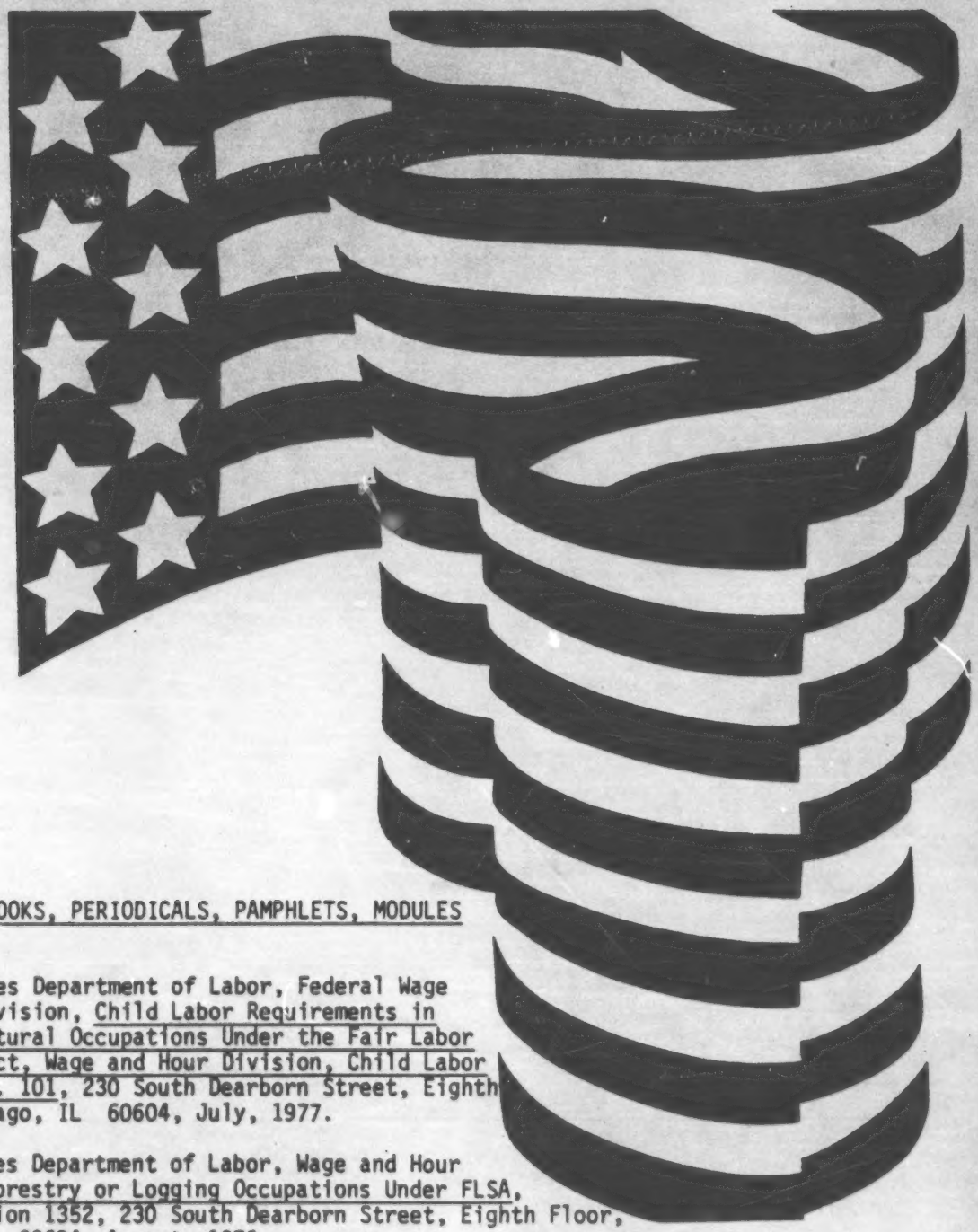
REFERENCE BOOKS, PERIODICALS, PAMPHLETS, MODULES

Michigan Retailers Association, ABC's of the FLSA, A Retailer's Guide to the Fair Labor Standards Act: The Federal Wage Hour Law, Lansing, MI 48933, December, 1977.

United States Department of Labor, Federal Wage and Hour Division, Application for Authorization to Employ a Student-Learner at Subminimum Wages, Form WH 205, 230 South Dearborn Street, Eighth Floor, Chicago, IL 60604.

United States Department of Labor, Federal Wage and Hour Division, Certificate Authorizing Special Minimum Wages for a Student-Learner, Form WH 206, 230 South Dearborn Street, Eighth Floor, Chicago, IL 60604.

United States Department of Labor, Federal Wage and Hour Division, Child Labor Requirements in Agriculture Under the Fair Labor Standards Act, Wage and Hour Division, Child Labor Bulletin No. 102, 230 South Dearborn Street, Eighth Floor, Chicago, IL 60604, July, 1977.



REFERENCE BOOKS, PERIODICALS, PAMPHLETS, MODULES

United States Department of Labor, Federal Wage and Hour Division, Child Labor Requirements in Non-agricultural Occupations Under the Fair Labor Standards Act, Wage and Hour Division, Child Labor Bulletin No. 101, 230 South Dearborn Street, Eighth Floor, Chicago, IL 60604, July, 1977.

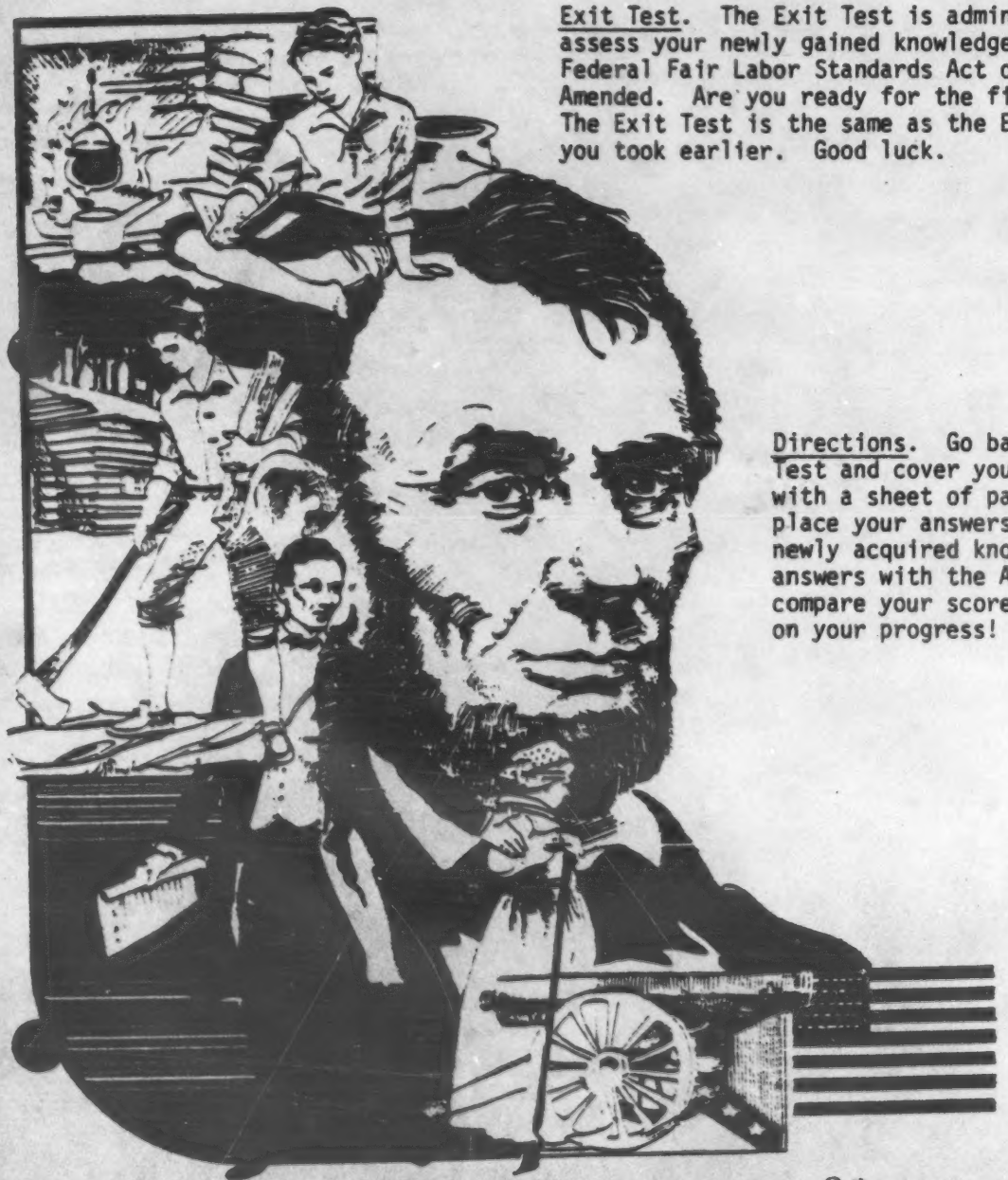
United States Department of Labor, Wage and Hour Division, Forestry or Logging Occupations Under FLSA, WH Publication 1352, 230 South Dearborn Street, Eighth Floor, Chicago, IL 60604, August, 1976.

United States Department of Labor, Wage and Hour Dvision, Handy Reference Guide to the Fair Labor Standards Act, WH Publication 1282, 230 South Dearborn Street, Eighth Floor, Chicago, IL 60604, January, 1981.

United States Department of Labor, Wage and Hour Division, Part 570, Child Labor Regulations, Orders and Statements of Interpretations, WECEP, Federal Register, Vol. 40, Nr. 172, September, 1975.

EXIT TEST

FEDERAL FAIR LABOR STANDARDS ACT OF 1938, AS AMENDED



Exit Test. The Exit Test is administered to assess your newly gained knowledge about the Federal Fair Labor Standards Act of 1938, as Amended. Are you ready for the final evaluation? The Exit Test is the same as the Exemption Test you took earlier. Good luck.

Directions. Go back to the Exemption Test and cover your original answers with a sheet of paper. On this paper place your answers based on your newly acquired knowledge. Check your answers with the Answer Key and compare your scores. Congratulations on your progress!

MICHIGAN STATE BOARD OF EDUCATION

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